

## **N.D. Center for Tobacco Prevention & Control Policy**

“At the center, employee supported programs such as breastfeeding for nursing mothers are all about healthier outcomes and reducing health-care costs. Our mission is to save lives and save money through prevention, and healthy living programs like this are a good fit for the center.”

Jeanne Prom, Director

Employees are encouraged to do what is best for their family when it comes to infant feeding. If an employee chooses to breastfeed, that decision is respected and the employee is provided the necessary flexibility to follow through with the commitment. The center has a complete policy that is reviewed with all employees. The policy outlines the center’s expectation that each employee respect the choices of their coworkers regarding individual decisions to breastfeed or not; flexibility of break times and work day for breastfeeding or milk expression; location for lactation activities and storage of milk and supplies. The center also has adopted an Infant at Work policy allowing infants to be brought to work for up to the first 6 months of life.

### **Program Components:**

#### **Private Area to Express Milk:**

Many employees have private offices with locking doors that can be used for breastfeeding or milk expression. Those that do not have an office will have access to a conference room or office that is not currently being used. Rooms have adequate lighting, electrical outlets, a comfortable chair, a table and access to running water.

#### **Breastfeeding Equipment:**

Employees are expected to provide their own lactation-related equipment and supplies.

#### **Milk Expression Scheduling:**

As the center recognizes that each mother and baby have a unique feeding schedule, it is to be expected that individual expression schedules will vary with the individual. Break times are flexible and the Executive Director may approve extension of the work day if a mother needs more time for expression than regular break times provide.

#### **Education:**

All employees are made aware of the policy.

**Support:**

It is both stated in the written policy and understood among all center staff that a mother's decision to breastfeed or not is to be respected and supported. Any employee that feels harassed regarding her decision should contact the Executive Director and follow the same procedures as in a case of general harassment.

**Program Impact:**

- Retention of employees
- High employee satisfaction

"Working for such a family-friendly employer makes being a mother and an employee easier."

**Contact:**

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